

PROJECT DIRECTOR**27th October, 2022**

Karachi Mobility Project, BRT-Yellow Line
Sindh Mass Transit Authority
D-43/1, Shahra-e-Ghalib, Lane 3
Block-2, Clifton, Karachi
Tel: 021-9933220708

Subject: Application for the Position of Social Development Specialist

Dear Sir/Madam:

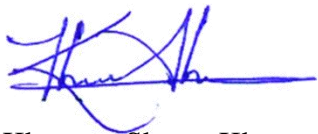
I am pleased to apply for the position of Social Development Specialist with the Sindh Mass Transit Authority for the BRT-Yellow Line Project. I have been engaged on bank-funded projects since 2014 and thus, possess a strong understanding of social safeguards policies and documents required by World Bank, Asian Development Bank and other prominent funding agencies.

In my current role as the Social Development Specialist with the Karachi Water Sewerage services Improvement Project (World Bank funded), I regularly review projects for social safeguards compliance against the World Bank's Operational Policies for Safeguards as well as the new Environmental and Social Standards, 2018. For over eight years, I managed various field and office teams to design and conduct extensive socio-economic/resettlement/gender-based surveys in all four provinces of Pakistan, supervising logistics, tools development, team recruitment, training, deployment, and monitoring. I have worked extensively on the development and review of LARPs/RPs/ESMF/ESMPs in line with World Bank and ADB safeguard policies.

I have conducted extensive field-work in all parts of Karachi for various public-sector and private sector clients and have a strong history of working in Karachi's Mass Transit Sector. I led the Social Study for JICA's Karachi Transportation Improvement Project in 2010/11. I was the lead Social Expert in carrying out the Environmental and Social Impact Assessment for the Green Line BRT Project. Moreover, I provided technical support to the consultants involved in resettlement surveys for the Red Line BRT.

In light of my afore-mentioned qualifications and professional experience, I am confident I can make a significant contribution to the BRT-Yellow Line Project and humbly request for a candid review of my application.

Thanks and regards,



Khurram Shams Khan

KHURRAM SHAMS KHAN

61, A-Street, DHA Phase V, Karachi

Cell: 0321-8258324; email: kshams.khan@gmail.com

B.A. Economics (Bates College, USA, 1998)

MSc Water Management (Cranfield University, UK, 2006)

Climate Vulnerability Assessment Toolkit (LEAD Pakistan, 2019)

Over ten years of social safeguards and resettlement planning experience and strong analytical and conceptual skills in carrying out field-based and desk-based research/studies. Engaged as a safeguards expert on various projects in Sindh, Punjab and Khyber Pakhtunkwa in multiple sectors, focused mostly in Transport, Oil & Gas, and Water Supply. Extensively worked in coordination with local and international consultants and implementing agencies (various Provincial Government Departments). Established credentials and expertise in stakeholder engagement planning and implementation, socio-economic survey design and execution, and development of documentation required by WB/ADB including SEP, ESMF, ESMP, RAP, RPF, and LARP. Conducted several safeguards training sessions for project implementation staff.

PROFESSIONAL EXPERIENCE

SOCIAL DEVELOPMENT CONSULTANT

MAY 2022-Present

Karachi Water and Sewerage Services Improvement Project (KWSSIP)

- On behalf of the World Bank, provide technical assistance on all social safeguards aspects to the Project Implementation Unit (PIU), KWSSIP and selected consultants (NESPAK, MMP, EMC) on carrying on Environmental and Social Screening and Environmental and Social Impact Assessments (ESIA) for numerous sub-projects under feasibility/design phase. related to bulk water supply, water supply/rehabilitation projects in low-income communities, water treatment plants and the like.
- Provide technical assistance to the PIU, KWSSIP and consultants in identification of resettlement (physical and economic disturbance) impacts of various sub-projects including developing assets inventory, development of survey tools, supervision of field surveys and quality assurance of Resettlement Plans/Abbreviated Resettlement Plans submitted by E&S consultants.
- Responsible for the development, implementation, supervision, monitoring and performance review of community health and safety plans and protocols in accordance with World Bank and national / provincial government requirements.
- Provide technical input in to the development of the project's Grievance Redress Mechanism (GRM), including supervision and oversight for the overall functioning of the GRM, i.e. lodging of complaints, complaint redressal, complaint monitoring and database development
- Assist with screening, quality review and implementation of all safeguards documents, including resettlement and livelihood restoration plans, Stakeholder Engagement Plan, Labour Management Plan, in line with World Bank's Environmental and Social Standards, 2018
- Provide basic orientation and training to E&S Consultants hired by PIU for conducting various E&S studies
- Assist PIU in the review, evaluation and clearance of project documents for compliance with the Bank's safeguards policies

Sub-Projects Under Scope at KWSSIP: Augmentation Routes for K-IV Augmentation, 14 Priority Sewerage Schemes, 10 Water Supply and Sewerage Schemes in Katchi Abadis, Interceptors and Wastewater Treatment Plants

HEAD, SOCIAL SAFEGUARDS DIVISION
EMC Pakistan Private Limited, Karachi

AUGUST 2017-APRIL 2022

- Lead the departments' in-house team of social scientists, rural development professionals and data analysts that design project-specific quantitative and qualitative assessment tools, plan and conduct field-work, analyze quantitative and qualitative socio-economic data and prepare documentation as per project/study/donor requirements.
- Identified partners and focused on forging new relationships and alliances with stakeholders that share EMC Pakistan's holistic and integrated approach to development sector problems and issues
- Developed technical and financial proposals for social sector projects supported by provincial line departments, private sector and/or multi-lateral development agencies
- Developed Stakeholder Engagement Plans (SEP)s and Grievance Redressal Mechanisms (GRM)s for EMC's projects in line with ADB, WB and relevant Federal and Provincial laws/policies/guidelines
- Lead and implemented all the social, resettlement and gender components of EMC's Environmental and Social Impact Assessment (ESIA) studies for a diverse range of public and private sector clients
- Finalized all documentation/reports and analyses related to socio-economic baseline surveys, social and gender impact assessments, land acquisition and resettlement plans, poverty and social assessments and social management plans.

MANAGER, SOCIAL DIVISION
EMC Pakistan Private Limited, Karachi

SEPT 2015-JULY 2017

- Developed strategies, work plans and budgets for conducting social impact assessments, social surveys, and primary and secondary stakeholder consultations.
- Developed project/study-specific Stakeholder Engagement Plans (SEP)s that defined the stakeholders, stakeholder consultation tools, engagement period and responsibility for engagement. The focus of each SEP was the entire project life-cycle.
- Supervised the development and implementation of structured social baseline, land acquisition resettlement surveys, and community needs assessment for multi-lateral development agencies (ADB, WB)
- Conducted quantitative and qualitative analysis of socio-economic data using MS Excel and SPSS
- Categorized social impacts based on risk and severity of impact and developed Social Management Plans for impact mitigation and management.

COORDINATOR SOCIAL SURVEYS
EMC Pakistan Private Limited, Karachi

DEC 2010- AUGUST 2015

- Designed, led and executed semi-structured interviews and Focus Group Discussions for Environmental and Social Impact Assessments of various development projects in Sindh and other parts of Pakistan
- Managed field team recruitment, logistics, security and monitoring of various quantitative and qualitative surveys
- Coordination and periodic submission of project progress to ensure compliance of survey tools, field work planning, and activities with client requirements.
- Carried out extensive literature review for the socio-economic components of EMC's projects and developed socio-economic baseline socio-economic analysis reports integrating primary and secondary data.

MANAGER, PROGRAMME DEVELOPMENT UNIT
WWF-Pakistan, Karachi

DEC 2006-NOV 2008

- Member of the senior management team that pioneered the development of a comprehensive implementation framework for the Indus for All Programme (including annual operational plan, monitoring protocols, communications & awareness strategy, capacity building framework)
- Identified opportunities and developed mechanisms for integration of programme priorities and targets into governmental policies and plans (PRSP, MTDF, Sindh Vision 2030)
- Strengthened WWF-Pakistan-s collaboration with relevant provincial departments for programme implementation through realization of several MoUs between WWF-P and various departments under the Government of Sindh
- Designed and conducted a study on “*Mainstreaming Initiatives and Priorities of the Indus Ecoregion into the Sindh Vision 2030*”—recommending the application of poverty-environment nexus as a guiding principle for combating poverty and environmental degradation in the province
- Designed and initiated a series of policy dialogues at the national and provincial levels for mainstreaming poverty-environment relationships into governmental policies and plans

PROGRAMME OFFICER
Aga Khan University, Karachi

NOV 2004-JUNE 2005

- Led an internal review of departmental procedures and processes of Institute of Educational Development (IED)’s support departments and screened these against ISO 9001-:2000 standards
- Led a series of meetings and consultations to solicit internal feedback for improvement of inter-departmental coordination and alignment with international quality assurance mechanisms
- Successfully designed an effective plan for the development and implementation of a Quality Management System at IED in collaboration with senior management
- Coordinated the development of the Phase III proposal for IED in consultation with the Directors for submission to potential donor agencies

SELECTED PROJECTS AND PROJECT ROLE¹

1. Name of Assignment: Sindh Roads Improvement Project Detailed Engineering Design Phase July-December 2021

Client: Works & Services Department, Govt. of Sindh (thru Engineering Consultants International Limited (ECIL) (ADB)

Role: Resettlement Expert

Tasks: Conducted resettlement surveys for 17 selected roads for DED Phase of SRIP. Lead all components of the survey including tools design, IR surveys and measurements, field-team training. Analysed the findings and developed IR Checklists and Social Due Diligence Report

2. Name of Assignment: Initial Environmental Examination (IEE) of NED Technology Park Project, September 2020-March 2021

Location: Karachi

Client: NED University of Engineering and Technology (ADB)

Role: Social Safeguards Expert

Tasks: Identify, screen and analyse the social impacts of the construction and operations of the proposed NED Technology Park based on preliminary designs. Ensure compliance with safeguards requirements of IFI and other major lending institutions.

3. Name of Project: Environmental and Social Safeguard Studies on Development of Sindh Roads Master Plan and Institutional Strengthening Trainings, Jan 2019-Dec 2020

Client: Works and Services Department, Government of Sindh (thru Engineering Consultants International Ltd) (ADB)

Role: Resettlement Expert

Tasks Performed: Designated as the focal person for all social safeguards, gender and resettlement components of the study. Lead the design and implementation of all aspects of the study including qualitative and quantitative social surveys, resettlement surveys, and stakeholder engagement with primary and secondary stakeholders. Development of relevant documentation as per ADB's Safeguards Requirements. Carried out a series of ADB-certified trainings for WSD staff on social safeguards and resettlement.

4. Name of Project Scoping Study for Environmental and Social Safeguards Framework for Engro Corporation, October-December 2020

Client: Engro Corporation

Role: Social Safeguards Expert

Tasks: Member of a high-profile team reviewing all of Engro's core business functions and processes to ascertain the existing social and ecological footprint of Engro, including gaps and inconsistencies. Reviewing all applicable international, national and provincial environmental and social safeguards policies and guidelines to screen additional standards/guidelines Engro Corporation can aspire towards. Carry out a stakeholder mapping exercise to critically review the stakeholder engagements required to implement the recommended standards/policies.

5. Name of Project: Strategic Environmental and Social Assessment (SESA) Study of Lakhra, Sonda-Jherruk and Badin Coal Fields, Sindh, January 2019-December 2020

Client: Sindh Coal Authority, Government of Sindh

Role: Social Development Specialist

Tasks Performed: Designated as the focal person for all social safeguards and resettlement components of the study. Lead the design and implementation of all aspects of the study including qualitative and quantitative social surveys, resettlement surveys, and stakeholder engagement with primary and secondary stakeholders. GIS mapping is being used to aid the social impact assessment.

6. Name of Project: Environmental & Social Impact Assessment Study for North-South Gas Pipeline Project (Shaheed Benazirabad - Nankana Shb), November 2018-April 2019

Client: Oriental Stream Limited (Russia) (ADB)

Role: Social Safeguards-Resettlement Expert

1 Most Relevant Projects Supported by ADB/WB have been included, however, I have been involved in numerous smaller projects/studies with social impact assessment components throughout Pakistan

Tasks Performed: Developed the work plan for the social assessment activities of the study. Managed all social components of the study including household surveys, FGDs with various group community groups, Key Informant Interviews with selected federal and relevant provincial (Governments of Punjab and Sindh) departments and coordination of federal and provincial-level workshops. Completed the documentation for the SIA component of the study.

7. Name of Project: Environmental & Social Impact Assessment Study for Turkmenistan-Afghanistan-Pakistan-India Gas Pipeline Project (Pakistan Section), March-November 2018

Client: TAPI Pipeline Company Limited (U.A.E.) (ADB)

Role: Social Safeguards-Resettlement Expert

Tasks Performed: Lead and managed all social components of the study including household surveys, FGDs with various community groups, consultations with NGOs, Key Informant Interviews with selected federal and relevant provincial (Governments of Punjab and Balochistan) departments and coordination of federal and provincial-level workshops. Lead the Asset Inventory Survey for the project as part of a separate Land Acquisition & Resettlement Plan

8. Name of Project: Environmental and Social Management Framework (ESMF) for Karachi Neighborhood Improvement Project (KNIP), July-September 2017

Client: Urban Policy & Strategic Planning Directorate, P&D Department, GoS (World Bank)

Role: Social Development Specialist

Tasks Performed: Designed and supervised stakeholder consultations with major stakeholder groups including male and female residents, schools/colleges, health facilities, minority and vulnerable groups. Designed and supervised road-users survey. Developed social baseline and stakeholder consultation chapters for ESMF.

9. Name of Project: Environmental and Social Management Plan (ESMP) for Coast Guards Chowrangi-Ibrahim Hyderi under Karachi Neighborhood Improvement Project (KNIP), Oct-Dec 2017

Client: Urban Policy & Strategic Planning Directorate, P&D Department, GoS (World Bank)

Role: Social Development Specialist

Tasks Performed: Designed and supervised stakeholder consultations with major stakeholder groups including male and female residents, schools/colleges, health facilities, minority and vulnerable groups. Designed and supervised road-users survey. Developed social baseline and stakeholder consultation chapters for ESMP.

10. Name of Project: Environmental and Social Management Plan (ESMP) for Saudabad Chowrangi-Thaddo Nallah Bridge under Karachi Neighborhood Improvement Project (KNIP), Oct-Dec 2017

Client: Urban Policy & Strategic Planning Directorate, P&D Department, GoS (World Bank)

Role: Social Development Specialist

Tasks Performed: Designed and supervised stakeholder consultations with major stakeholder groups including male and female residents, schools/colleges, health facilities, minority and vulnerable groups. Designed and supervised road-users survey. Developed social baseline and stakeholder consultation chapters for ESMP.

11. Name of Project: Resettlement Action Plan (RAP) for Thar Coal Fields Block-I, June-Dec 2017

Client: Sino-Sindh Resources Private Limited (SSRPL)

Role: Resettlement Specialist

Tasks Performed: Designed the survey instruments for detailed household and community surveys of 3 affected villages. Designed detailed field survey plan, conducted training of supervisors and enumerators, and supervised execution of 945 household surveys. Used GPS to develop a map of Socio-economic Assets of each village. Developed the social baseline and stakeholder consultation chapters and coordinated the development of other components of the RAP Document.

12. Name of Project: Khyber Pakhtunkhwa Roads Improvement Project, May-Aug 2017

Client: Pakhtunkhwa Highway Authority (ADB)

Role: Gender Specialist

Activities Performed: Planned and managed socio-economic baseline surveys, and stakeholder consultations for all sub-projects areas as per ADB's Social Safeguards Policy. Review and analysis of the project's gender components as per ADB's Gender Mainstreaming Guidelines. Development of the Social, Poverty and Gender Assessment report for the PPTA.

13. Name of Project: Thar Water Master Plan, January 2015-December 2018

Client: Sindh Coal Authority, Government of Sindh

Role: Social Development Specialist

Activities Performed: Conducted detailed desk review of socio-economic aspects of coal-mining and water use in Tharparker. Developed Social Advisory Study Report that presents a blueprint of socio-economic considerations in water management planning in Thar. As part of the social impact assessment of the proposed schemes, carried out consultations with primary and secondary stakeholders. Designed and managed a sample household and village survey. Based on findings of the social impact assessment, developed a Social Management Plan.

14. Name of Project: Environmental and Social Impact Assessment of Coal Transportation from Thar Block-II to Port Qasim, Karachi, October-December 2016

Positions Held: Senior Social Expert

Tasks Performed: Conducted a stakeholder analysis for the project including identification of primary and secondary stakeholders and an analysis of their interests in the project. Planned and managed socio-economic baseline surveys and stakeholder consultations with primary and secondary stakeholders. Developed relevant social baseline and consultations chapters for final ESIA report

15. Name of Project: Environmental and Social Impact Assessment for Karachi-Thatta Dual Carriageway (KTDC), October 2015-February 2016

Positions Held: Senior Social Expert

Activities Performed: Conducted a stakeholder analysis for the project including identification of primary and secondary stakeholders and an analysis of their interests in the project. Planned and managed socio-economic baseline surveys and stakeholder consultations with primary and secondary stakeholders. Developed relevant social baseline and consultations chapters for final ESIA report

16. Name of Project: Improving Border Services of Pakistan, Dec 2014-May 2015

Client: Federal Board of Revenue, Government of Pakistan (ADB)

Role: Social Survey Coordinator

Activities Performed: Designed and Supervised Full Census Surveys, Stakeholder Consultations, Impacts Identification/Assessment, Coordinated Development of LARP as per ADB's Social Safeguards Policy. Covered three major border regions of Pakistan (Wagha, Chaman, Torkham)

17. Name of Project: Sindh Provincial Roads Improvement Project, July-December 2014

Client: Works and Services Department, Government of Sindh (ADB)

Role: Social Survey Coordinator

Activities Performed: Designed and Supervised Full Census Surveys, Stakeholder Consultations, Impacts Identification/Assessment, Coordinated Development of IPSA, LARP as per ADB's Social Safeguards Policy.

PERSONAL

Trainings Received

- Advanced Learning on Social Assessment for Bank-Funded Projects (World Bank)
- Delegation: Essential Skills for Leadership (UNDP, Karachi)
- Fundamentals of Land Acquisition & Resettlement Planning (Dubai, U.A.E.)
- Fundamentals of Social Baseline and Social Impact Assessment (Dubai, U.A.E.)
- Project Proposal Development, Sustainable Development Policy Institute (SDPI)
- Monitoring and Evaluation, Aga Khan Foundation (AKF, Karachi)
- Quality Awareness & Circle Training, Aga Khan University (AKU, Karachi)
- Facilitation & Tools Training, Aga Khan University (AKU, Karachi)
- Project Evaluation & Management, IED, Aga Khan University (AKU, Karachi)
- Leadership & Team Building, Adventure Foundation (Abbottabad)
- Teaching Assistant, English as a Secondary Language, Northfield School, USA

Professional Associations

- National Forum for Environment & Health (NFEH)
- International Association for Impact Assessment (IAIA)

Travel Experiences

Syria, Jordan, Saudi Arabia, United Arab Emirates, India, Sri Lanka, Malaysia, Singapore, Indonesia, Japan, Kenya, Turkey, Uzbekistan, England, Germany, United States, Canada

Linguistic Abilities

English	Speaking - Excellent	Reading – Excellent	Writing – Excellent
Urdu	Speaking - Excellent	Reading – Excellent	Writing – Excellent

Professional Associations

- National Forum for Environment & Health (NFEH)
- International Association for Impact Assessment (IAIA)

Professional References

MR. MUHAMMAD OMAR KHALID

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